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Agenda item 104

PROGRAMME BUDGET FOR THE BIENNIUM 1992-1993

Costs of staff representation activities

Report of the Secretary-General

1. The General Assembly, in section X, paragraph 1, of its resolution 46/185 B of 20 December 1991, requested the Secretary-General to review the nature and level of regular budget funding of Staff Union activities and to report to the General Assembly at its forty-seventh session. The present report is submitted in accordance with that request.

A. Mandates for staff-management and staff representational activities

2. Article VIII of the Staff Regulations, as amended by section II of General Assembly resolution 37/235 C of 21 December 1982, provides that the Secretary-General shall establish and maintain continuous contact and communication with the staff in order to ensure the effective participation of the staff in identifying, examining and resolving issues relating to staff welfare. Staff representative bodies shall be established and entitled to initiate proposals to the Secretary-General for this purpose. That article also stipulates that the Secretary-General shall establish joint staff-management machinery at both local and Secretariat-wide levels to advise him regarding personnel policies and general questions of staff welfare.

3. Further to the above, staff rule 108.1 provides, inter alia, that staff representative bodies shall be established at Addis Ababa, Amman, Bangkok, Geneva, Jerusalem, Nairobi, New York, Santiago and Vienna, and that staff representative bodies may also be established at other duty stations, each of which may affiliate with a staff representative body at one of these duty stations.

4. According to staff rule 108.2, the joint staff-management machinery referred to above shall consist of joint advisory committees or corresponding staff-management bodies at designated duty stations, and the annual Staff-Management Coordinating Committee (SMCC) at the Secretariat level. The Secretary-General shall designate Secretaries of the joint staff-management bodies and shall arrange for such services as may be necessary for their proper functioning.

5. Facilities to be provided to staff representatives are defined in administrative instruction ST/AI/293 of 15 July 1982. It specifies that the functions of staff representatives are official and that staff representatives as well as staff representative bodies shall be afforded such facilities as may be required to enable them to carry out their functions promptly and efficiently, while not impairing the efficient operation of the Organization. Each Staff Council, Staff Committee or corresponding staff representative body shall be provided with secretarial assistance, office space and supplies as may be necessary for the proper discharge of their functions. They shall also have use of telephone and cable communication facilities and shall be accorded facilities for reproduction and distribution of notices, bulletins and other documents required for proper discharge of their functions subject to procedures and considerations governing the use of such facilities.

6. Paragraph 10 of the same administrative instruction stipulates that the President or Chairman of the Executive Committee of each Staff Council or corresponding staff representative body at the above-mentioned duty stations, if he or she requests it, can be released from assigned duties during his or her term of office either full-time, if the number of staff represented is 1,000 or more, or half-time, if the number of staff represented is less than 1,000.

7. ST/AI/293 also stipulates that staff representatives shall be granted reasonable official time to attend established meetings of the Staff Council or corresponding staff representative body as well as other representational activities (such as meetings with supervisors or managers) provided that the proportion of official time spent by staff members on representational activities should not be unreasonable in relation to the carrying out of assigned duties. Staff representatives duly designated to attend intra-organizational, inter-organizational or intergovernmental meetings shall be placed on official duty status for the time required to attend such meetings, including appropriate travel time.

B. Funding for staff-management activities

8. It should be noted that while the Staff Rules do provide for both staff-management and staff representation activities, it is only the former which are budgeted, namely in the form of travel to the Staff-Management Coordinating Committee. 1/ As described in the Secretary-General's bulletin, 2/ SMCC holds annual meetings which alternate between New York and other duty stations. The Committee has 19 members: 9 staff representatives

from major duty stations, 9 senior administrators from several duty stations and a President. Thus the regular budget provides for the travel and subsistence expenses of the 19 members of SMCC, 4 alternates as well as the Secretary and a Legal Adviser. In the 1990-1991 biennium the revised appropriation for SMCC travel amounted to $200,000 while the actual expenditures amounted to $232,900. The resources appropriated for 1992-1993 amount to $204,500. To decrease expenditures for this item, measures were taken to limit venues of these meetings to two duty stations with a major concentration of staff - New York and Geneva. Of the six last sessions of SMCC, four were held in New York and two at Geneva.

C. Funding for staff representation activities

9. Staff representation activities are not explicitly budgeted but rather absorbed under the regular budget through the provision of staff time and facilities, as per ST/AI/293 (see above). Accordingly, information on the level of expenditures can only be collected on an ex post facto basis, and figures provided in the table appearing in the annex to the present report refer to 1990-1991 only. The estimates have been arrived at on the basis of input from the various duty stations and it is clear that, due to different needs and circumstances, the application of ST/AI/293 is not uniform. In addition, since these items are not budgeted expenditures and thus are not recorded against a specific allotment account code, the figures are reasonable approximations, but can only be considered indicative.

10. As can be seen from the annex, the costs of staff representation activities have been estimated at $1,531,700 for the biennium 1990-1991.

11. The largest item of those expenditures is staff costs, which have been estimated at revised 1990-1991 rates. The figures refer to the Presidents of the staff representative bodies and support staff but not to any other releases which may be authorized in the context of ST/AI/293 referred to in paragraph 7 above. Their volume is determined by various factors, such as whether support staff has been provided to the Staff Committees (as is the case at most major duty stations), the level of the President of the staff representative body and whether he or she is released full-time or part-time. At some duty stations staff representatives have at times opted for performing Staff Union functions in their free time, and thus only days away from the duty stations on staff issues are counted. These figures could thus vary from one biennium to another.

12. During 1990, at Vienna, for example, there were three Presidents in a period of 12 months who carried out their Staff Council duties outside working hours, and therefore no costs were incurred under this item in 1990. The current President of the Staff Council spends 50 per cent of working hours on Staff Council activities, and correspondingly, half of his salary and respective staff costs are considered as costs of staff activities.

13. Expenditures on office space represent the actual cost of rental space or replacement cost at local market rates if space were rented for other purposes. No costs have been estimated for meeting servicing since interpretation, where required, is provided at duty stations such as Geneva only on an "as available" basis.

Notes

1/ See A/C.5/47/2 and Corr.1, sect. 41.

2/ ST/SGB/176/Rev.2 of 4 April 1991.

Annex

ESTIMATED COSTS OF STAFF UNION ACTIVITIES FOR THE 1990-1991 BIENNIUM

(Thousands of United States dollars)

	STAFF COSTS	GOE/ OFFICE SPACE	SUPPLIES AND EQUIPMENT	DOCUMENTATION	COMMUNICATIONS	TOTAL
	1990-1991 COSTS	1990-1991 COSTS	1990-1991 COSTS	1990-1991 COSTS	1990-1991 COSTS	1990-1991 COSTS
NEW YORK	273.5[1/]	106.4	2.0	81.7	5.6	469.2
GENEVA (UNOG)	409.6[2/]	134.9	5.0	127.9	20.5	697.9
ADDIS ABABA (ECA)	39.4[3/]	12.1	8.0	4.5	2.0	66.0
AMMAN (ESCWA)	8.0[4/]	-	0.5	0.4	5.6	14.5
BANGKOK (ESCAP)	65.6[5/]	-	0.5	3.2	1.5	70.8
NAIROBI (UNCHS, UNEP)	20.7[6/]	8.4	3.2	-	2.3	34.6
SANTIAGO (ECLAC)	47.1[7/]	3.0	1.0	1.0	2.0	54.1
VIENNA (UNOV)	84.0[8/]	15.0	11.6	0.9	1.0	112.5
JERUSALEM (FIELD SERVICE)	11.5[9/]	-	0.1	-	0.5	12.1
TOTAL	959.4	279.8	31.9	219.6	41.0	1531.7

1/ Refers to 1 P-4 (1991), 1 P-5 (1990) staff presidents and two full-time GS (other level) support staff.

2/ Refers to the full-time P-5 staff president during 1990-1991 and to the two GS (other level) staff members who support the staff committee full-time.

3/ Refers to 1 GS (other level) support for staff matters.

4/ Refers to part-time GS (other level) staff.

5/ Refers to 10 work-months for 1 P-5, 2 work-months for 1 P-4 and 1 GS (other level) at half-time.

6/ Refers to half-time for 1 GS (principal level) and 2 GS (other level).

7/ Refers to 1 GS (other level) support to the staff committee.

8/ Refers to half-time for 2 GS (other level).

9/ Refers to 49 days on official business for Staff Union activities.

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PROGRAMME BUDGET FOR THE BIENNIUM 1992-1993

COMPREHENSIVE REVIEW OF THE WHOLE QUESTION OF PEACE-KEEPING OPERATIONS IN ALL THEIR ASPECTS

Programme budget implications of draft resolution A/SPC/47/L.7

Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly

1. At its 22nd meeting, on 20 November 1992, the Special Political Committee adopted draft resolution A/SPC/47/L.7 without a vote. A statement of programme budget implications was before the Committee in document A/SPC/47/L.11.

A. Requests contained in the draft resolution

2. Under the terms of operative paragraphs 3, 4, 6 to 8, 10, 23, 25, 26, 28, 30 to 41, 51, 54, 56 and 61 of draft resolution A/SPC/47/L.7, the General Assembly would:

(a) Request the Secretary-General to explore the possibility of improving the formulation of his questionnaire of 21 May 1990, and to recirculate the questionnaire on a regular basis;

(b) Encourage the Secretary-General to consider circulating a separate questionnaire on civil police and civilian experts;

(c) Recommend that the guidelines in the questionnaire be developed and used subsequently in the "Notes for Guidance";

(d) Call upon the Secretariat to consult with and assist Member States in completing the questionnaires;

(e) Request the Secretary-General to promote, based on the questionnaires, the establishment on a voluntary basis among Member States of a pool of resources, including military units, military observers, civil police, key staff personnel and humanitarian matériel, that might be made readily available to United Nations peace-keeping operations subject to national approval;

(f) Encourage the Secretariat and those Member States which have indicated willingness to provide forces or capabilities to the United Nations for peace-keeping operations on short notice to enter into direct dialogue;

(g) Request the Secretary-General to report to the General Assembly as soon as possible on the subject of augmenting the strength and capability of military and civilian staff dealing with peace-keeping matters in the Secretariat; and to consider the establishment in the Secretariat of an enhanced peace-keeping planning staff and an operations centre;

(h) Invite the Secretary-General to consider the necessary strengthening and reform of the Secretariat units dealing with peace-keeping operations;

(i) Invite the Secretary-General to consider the establishment of a unified, integrated structure within the Department of Peace-keeping Operations; and to consider whether relevant parts of the Field Operations Division should be transferred to the Department;

(j) Request the Secretariat to consider the utility of training guidelines for civilian specialized units, including civilian police;

(k) Request the Secretary-General to issue a regularly updated list of national peace-keeping training and similar activities based upon national submission;

(l) Invite the Secretary-General to institute proper arrangements and procedures for providing additional personnel on a short-term basis;

(m) Reiterate its invitation to the Secretary-General to consider identifying a focal point for contacts by Member States seeking information on all facets of ongoing and planned peace-keeping operations;

(n) Invite the Secretary-General to review, with a view to streamlining procedures and enhancing effectiveness, the applicable United Nations financial and administrative regulations concerning peace-keeping operations;

(o) Invite the Secretary-General to consider means whereby Special Representatives/Force Commanders and other key personnel are identified at the earliest possible time;

(p) Recommend that the Secretary-General conduct a study on how to prevent duplication of responsibilities of civilian and military staff personnel in the field;

(q) Invite the Secretary-General immediately to envisage the adoption of all necessary arrangements to define logistics doctrine and standard operational procedures combining civilian and military aspects;

(r) Encourage the Secretary-General to invite Member States to provide qualified military and civilian personnel to assist the Secretariat in the planning and management of peace-keeping operations;

(s) Request the Secretary-General to report periodically on the performance of all peace-keeping operations;

(t) Request the Secretary-General to consider establishing a training programme for key staff personnel of peace-keeping operations with a view to creating a pool of trained personnel with knowledge of the United Nations system and its working procedures;

(u) Request the Secretariat immediately to make all necessary arrangements for the reissue of The Blue Helmets in 1995;

(v) Recommend that the Secretariat continue the existing practice of informal consultations with contributing States more directly interested, as appropriate, and that, especially for particularly large or complex operations, these informal consultations be held on a more frequent and regular basis, with a view to providing effective follow-up and support to the operation from its initial stage to its termination;

(w) Consider that, in the light of the ever expanding role of peace-keeping operations, it is important that the United Nations, from planning through implementation of each operation, and on an ongoing basis, assess the risks to the safety and security of its units and personnel and take all necessary measures, including the elaboration of appropriate guidelines and procedures, to ensure the highest possible levels of that safety and security;

(x) Believe that consideration might be given, over the next few years, to the elaboration of a universally acceptable text for a declaration on United Nations peace-keeping operations, which would include the main organizational and practical aspects involved and would contain recommendations on ways of enhancing the effectiveness of such operations;

(y) Recommend that, should any of the proposals contained in the present resolution result in budgetary implications for the biennium 1992-1993, such additional costs should be accommodated within the appropriation level approved in General Assembly resolution 46/186 A of 20 December 1991;

(z) Request the Secretary-General to prepare, within existing resources, a compilation of observations and suggestions on peace-keeping operations submitted by Member States and to submit it to the Special Political Committee by 30 March 1993.

B. Relationship of requests to the approved programme of work

3. The requests contained in paragraph 2 (a), (b), (c), (d), (e), (f), (g), (h), (i), (j), (k), (l), (m), (o), (p), (q), (r), (s), (v) (w), (x) and (z) above are related to subprogramme 2 (Peace-keeping operations) of programme 1 (Good offices and peacemaking, peace-keeping, research and the collection of information) of the medium-term plan for the period 1992-1997 1/ and to subprogramme 1 (Peace-keeping operations) under section 2 (Good offices, peacemaking; peace-keeping; research and the collection of information) of the programme budget for the biennium 1992-1993. 2/

4. The request contained in paragraph 2 (t) above relates to subprogramme 3, Staff administration and training, of programme 41, Human resources management, of the medium-term plan for the period 1992-1997 1/ and to activities initially programmed under subprogramme 3, Staff administration and training, of section 33, Office of Human Resources Management, of the programme budget for the biennium 1992-1993. 2/

5. The request contained in paragraph 2 (n) above relates to subprogrammes 1, Financial management and control systems, and 6, Financial services, relating to peace-keeping matters, initially programmed under section 33C, Office of Programme Planning, Budget and Finance, of the programme budget for the biennium 1992-1993.

6. The request contained in paragraph 2 (u) above relates to subprogramme 1, Promotional services, of programme 38, Public information, of the medium-term plan for the period 1992-1997 1/ and to subprogramme 1, Promotional services, of section 31, Public information, of the programme budget for the biennium 1992-1993. 2/

C. Activities by which the requests would be implemented

7. Should the General Assembly adopt the draft resolution, the Secretary-General would respond appropriately to the requests and suggestions outlined in paragraph 2 above.

D. Modifications required in the programme of work for 1992-1993

8. With respect to activities responding to requests under paragraph 2 (a) to (m), (o) to (s), (v) to (x) and (z), these relate to activities 1 and 2 programmed under subprogramme 1, Peace-keeping operations, of section 2, Good offices and peacemaking, peace-keeping, research and the collection of

information, of the programme budget for the biennium 1992-1993. The activity responding to the request under paragraph 2 (t) relates to activity 1 of part (b), Training, of subprogramme 3, Staff administration and training, initially programmed under section 33B, Office of Human Resources Management. The activity responding to the request under paragraph 2 (n) above relates to activity 2 of subprogramme 1, Financial management and control systems, and activity 2 of subprogramme 6, Financial services relating to peace-keeping matters, originally programmed under section 33C, Office of Programme Planning, Budget and Finance. The activity responding to the request in paragraph 2 (u) would not be implemented during 1992-1993. Consequently, should the General Assembly adopt draft resolution A/SPC/47/L.7, no programmatic modification would be required in the programme budget for the biennium 1992-1993.

E. Additional requirements at full cost

9. Should the General Assembly adopt draft resolution A/SPC/47/L.7, most of the activities to be undertaken by the Secretary-General would involve review and consideration of new activities and policy directions in the organization, management and development of the peace-keeping operations and capabilities of the Organization. Such mandates would involve no additional requirements during 1993. Likewise, requests to continue activities already programmed and being undertaken would involve no additional requirements during 1993. Requests for reports, as outlined in paragraph 2 (g), (k) and (z), would also be accommodated from within existing resources in 1992-1993. It should be noted, however, that the Secretary-General cannot prejudge the contents of the report that he is requested to prepare, as outlined in paragraph 2 (g) above.

10. As regards the requests outlined in paragraph 2 (t) and (u) above, the implications of these requests will be considered in the context of the proposed programme budget for the biennium 1994-1995.

F. Summary

11. Should the General Assembly adopt draft resolution A/SPC/47/L.7, no additional appropriations would be required at this stage under sections 2, 31 or 41.

Notes

1/ Official Records of the General Assembly, Forty-fifth Session, Supplement No. 6 (A/45/6/Rev.1), vol. I, as amended by A/47/6.

2/ Ibid., Forty-sixth Session, Supplement No. 6 (A/46/6/Rev.1), vols. I and II, and Add.1.